

# Remuneration Statement

## SPH Remuneration Committee

The Statement this year is set in the context of the impact of the global Covid-19 pandemic, and the steps taken and being taken by the University to ensure the continued excellence of the student and staff experience and the future financial sustainability of the organization.

The salary and conditions of service of the Vice-Chancellor are considered by the Senior Post Holder Remuneration Committee (SPH Remcom) following feedback on the annual appraisal and having regard to comparative data. The Vice-Chancellor is not a member of this Committee nor is he in attendance. When considering remuneration for the Vice-Chancellor, the Committee has regard to the Committee for University Chairs Survey of Vice-Chancellor Remuneration, UCEA Senior Staff Remuneration Report, HESA Financial performance data, the University's Gender Pay Gap Report and relevant HESA student data.

The SPH Remcom is responsible for determining the salaries and terms and conditions of the Vice-Chancellor and the University Secretary. Such determination is guided by the University's Remuneration Policy, which acknowledges that the performance of the University is dependent on the quality and commitment of its workforce and therefore the need to recruit and retain high quality staff to deliver its corporate plan, with appropriate remuneration which recognises contribution to the achievement of strategic goals; whilst also ensuring that salaries and benefits remain competitive with other Universities in our market sector.

## Review of Performance

The University's strategic KPIs are the key indicators used for remuneration purposes for the Vice-Chancellor. The University does not operate any explicit performance pay scheme. The performance of the Vice-Chancellor is assessed at an annual appraisal in terms of progress towards these KPIs, against mainstream Universities (+£100m). Notable achievements include:

**Inspiring:** Received the Guardian University Award for Course Curriculum. Maintained our No.1 ranking in the Teaching Qualifications table. Top 10 for Destination of Leavers in Higher Education.

**Innovative:** Captured major grants including £3.5m for a Pantograph Test Rig, £2.2m for next generation of 3D printers, €2.7m for intersex issues and €1.2m for 5G. Ranked 12th for number of KTPs. 3M BIC received a National Technology Award.

**International:** Performing Arts ranked 27th on QS World Rankings. China joint programme became operational and the University signed an agreement for the opening of a Confucius Institute.

**Staff:** Achieved target of 100% of staff either having a PhD or registered on one. Now ranked No. 1 for % of staff with doctorate or other higher degree and performing ahead of Cambridge, Warwick and Imperial for % of staff with PhDs. Winner of the CMI Outstanding Innovation Award.

**Finance:** Ranked first amongst mainstream universities in the HESA Financial Security Index.

**Estates:** Completion of the Barbara Hepworth and Science buildings. The Barbara Hepworth Building went on to win the Building Project of the Year for its design, construction, educational vision and contribution to the local community. The Building also won in its category in the annual Northern Design Awards will be completed on time and in budget. Awarded Catering Team of the Year and Director of Estates and Facilities awarded Lifetime Achievement Award.

The HOI is one of the most experienced Vice-Chancellors in the United Kingdom and during his tenure the University has received many awards including:

- Times Higher Education Outstanding Leadership and Management Team

- Times Higher Education Outstanding Strategic Management Team
- Queen’s Anniversary Prize for Higher Education
- Queen’s Award for Enterprise
- Gold Award in the Teaching Excellence Framework
- Times Higher Education University of the Year
- Times Higher Education Entrepreneurial University of the Year

The Vice-Chancellor’s personal contributions have also been recognised through further awards and honours including:

- Commander of the Order of the British Empire (CBE)
- The Guardian Inspiring University Leader Award
- Companionship of the Chartered Management Institute

The committee considered the contribution of the HOI, by reference to his appraisal which assessed progress towards the University’s strategic KPIs, culminating in demonstrable progress towards these indicators and notable awards during 2019/20 including:

- Guardian University Award for Curriculum;
- AUDE Estates/Facilities Team of the Year;
- Yorkshire Sikh Forum, Inspiring Leader Award

### Vice-Chancellor’s Remuneration Package

<b>VC total remuneration package</b>	<b>2019/20</b>	<b>2018/19</b>	<b>2017/18</b>	<b>2016/17</b>
Basic salary	£336,042	£336,042	£326,254	£314,613
Pension contribution (standard USS rate)	£0.00	£0.00	£59,214	£56,630
Payment in lieu of pension (standard USS rate)	62,168	62,168	-	-
Dividends	Nil	Nil	Nil	Nil
Performance related pay	Nil	Nil	Nil	Nil
Bonuses	Nil	Nil	Nil	Nil
Salary sacrifice	Nil	Nil	Nil	Nil
Car	Nil	Nil	Nil	Nil
Subsidised loan	Nil	Nil	Nil	Nil
Subsidised accommodation	Nil	Nil	Nil	Nil
Ex-gratia payments	Nil	Nil	Nil	Nil
Private Health Insurance	Nil	Nil	Nil	Nil
Sabbatical payments	Nil	Nil	Nil	Nil
Retention of external payments	Nil	Nil	Nil	Nil

For completeness, it should be noted that the Vice-Chancellor is a member of the University Group Death in Service Scheme, in line with all senior staff. The contractual arrangements with the HOI ensure that any remuneration or fees received by the HOI for external activities in his capacity as Vice-Chancellor or as an employee of the University shall be the income of the University.

### Pay multiple

The table below summarises the current ratio for the university of the pay multiple of head of institution (HoI) earnings against the median of all staff, plus details of how this indicator has changed over the last three years. This data has been produced using the UCEA methodology.

<b>Date</b>	<b>Median Salary</b>	<b>VC's Salary</b>	<b>Ratio</b>
<b>31/07/2018</b>	<b>£ 26,737</b>	<b>£326,254.00</b>	<b>12.20</b>
<b>31/07/2019</b>	<b>£ 28,925</b>	<b>£336,042.00</b>	<b>11.62</b>
<b>31/07/2020</b>	<b>£ 29,446</b>	<b>£336,042.00</b>	<b>11.41</b>